

# Engagement Survey 2021 – SONAR Report

## Procurement Department

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# Methodology



# SONAR Model

## Behaviours

STRESS

MOTIVATION

ABSENTEEISM

WORK-LIFE BALANCE

TURNOVER

BULLYING

AGRESSION

UNWANTED SEXUAL  
CONDUCT AT WORK

DISCRIMINATION



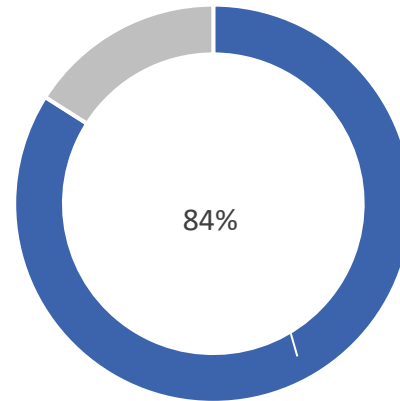
- SONAR refers to the device used to detect what is underwater
- On the surface, we observe various **behaviours** e.g. stress, lack of motivation etc, but we do not know the causes
- With the 29 **SONAR questions**, we can explore the underlying risks and evaluate if they influence positively / negatively the behaviours and hence the well-being of our staff members

# Scan results



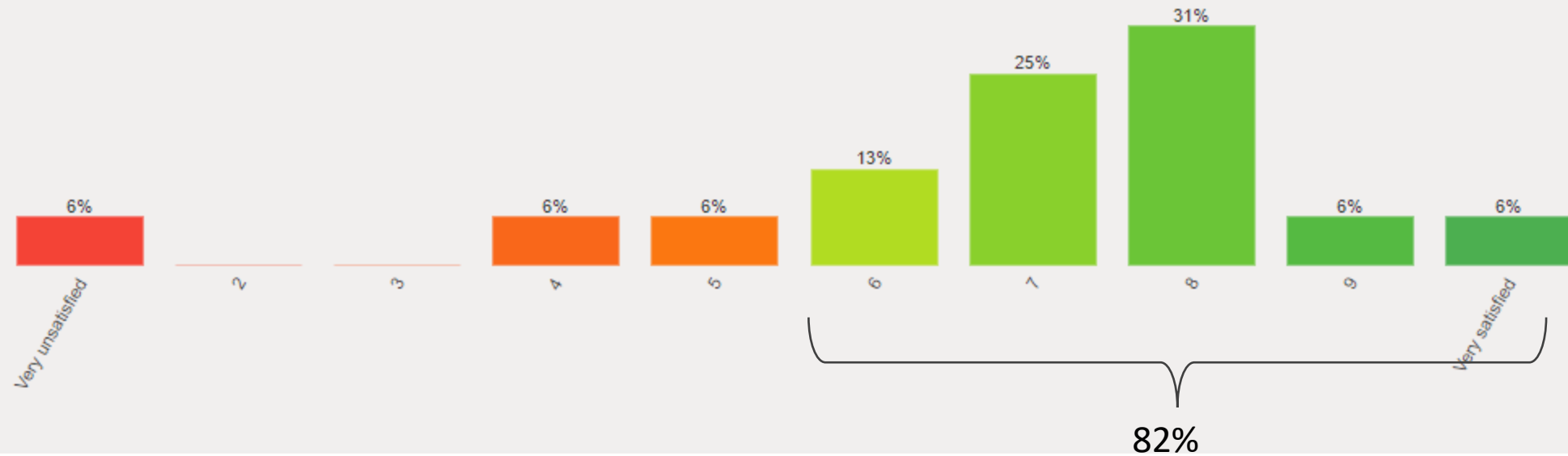
# Response rate

Procurement



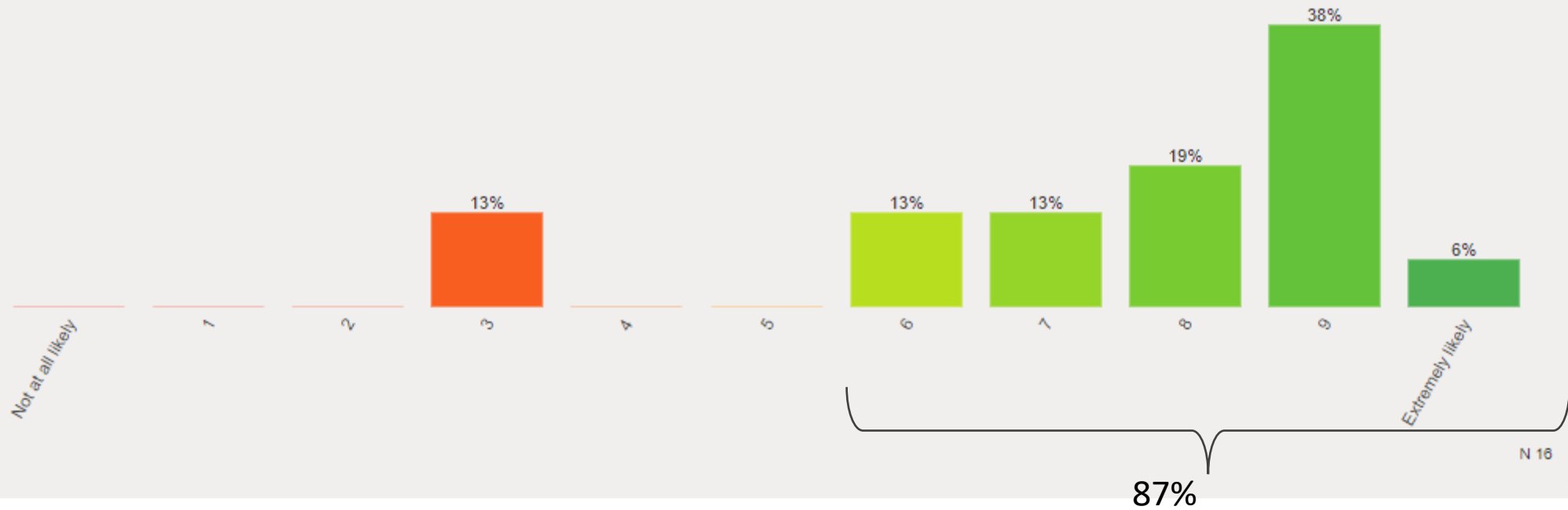
16 persons of the Procurement department took part in the survey

Taking everything into account, how satisfied are you with your current job position?



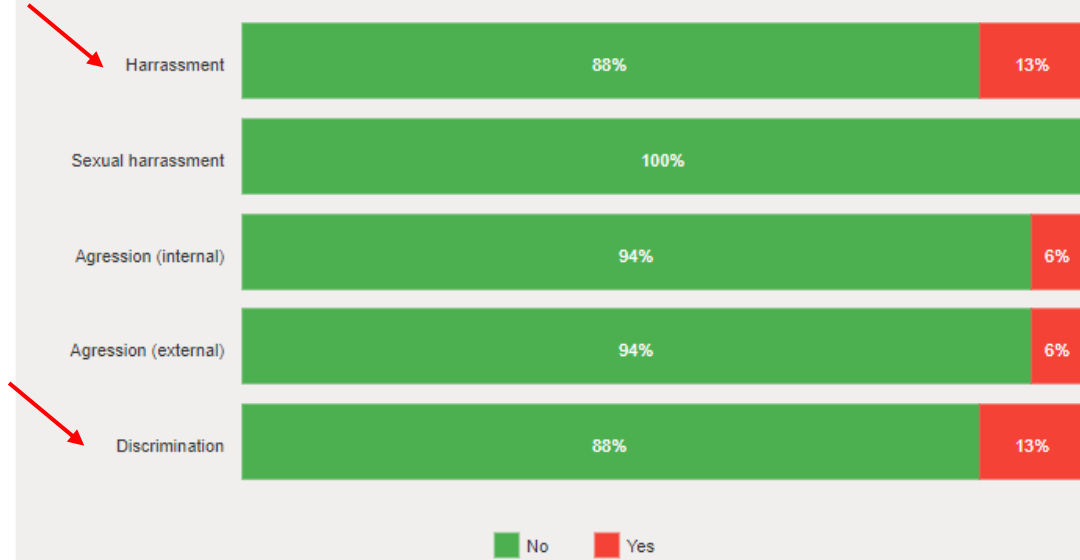
N 16

Based on your experience with your company, how likely are you to recommend your company to friends or acquaintances currently looking for work?



# Well-being Indicators

## Unwanted Behavior At Work

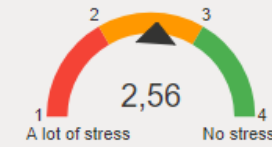


N 16

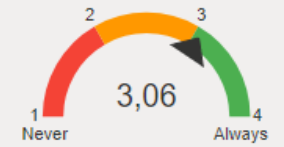
## Motivation



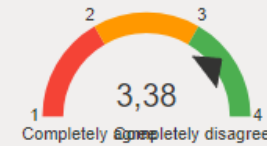
## Stress



## Coping stress



## Intention to leave



## Work Life Balance



N 16

# Psychosocial risks

## Labour organisation



Culture ↑  
 Say ↓  
 Policy ↓  
 Job security ↓

## Job content



Variation ↑  
 Procedures ↑  
 Workplace conditions ↑  
 Mental strain ↑  
 Independence ↑

## Terms of employment



Holiday, working regime ↑  
 Career Opportunities ↓  
 Evaluations ↓

## Workplace conditions



Safety ↑  
 Work equipment ↑

## Job related interpersonal relations



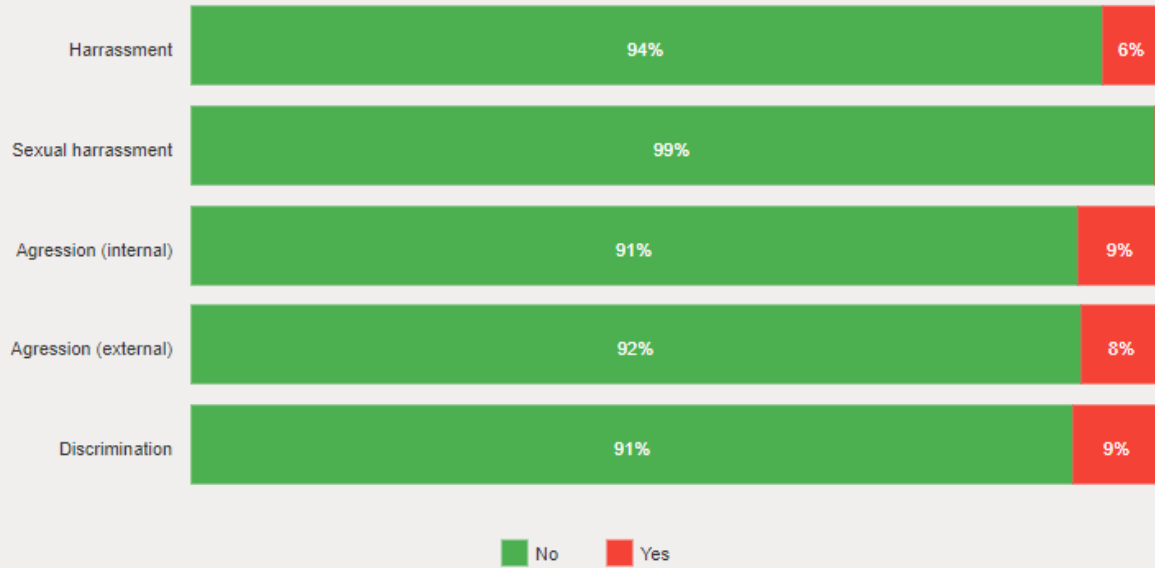
Support of colleagues ↑  
 Support of superior ↓  
 Atmosphere ↓  
 Contact with externals ↑  
 Communication ↓



# BESIX GROUP RESULTS

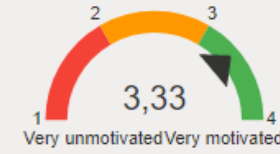
## Well-being Indicators

### Unwanted Behavior At Work



N 2,8k

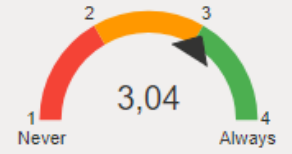
### Motivation



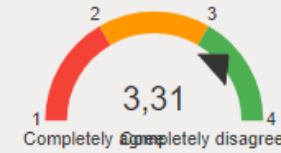
### Stress



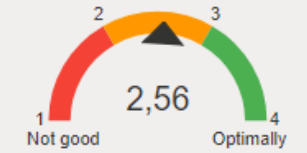
### Coping stress



### Intention to leave



### Work Life Balance



N 2,56k

## Psychosocial risks

### Labour organisation



Structure ↑ Say ↓  
Job security ↑

### Job content



Variation ↑ Mental strain ↓  
Independence ↑

### Terms of employment



Holiday, working regime ↑ Training ↓  
Career Opportunities ↓  
Evaluations ↓  
Remuneration ↓

### Workplace conditions

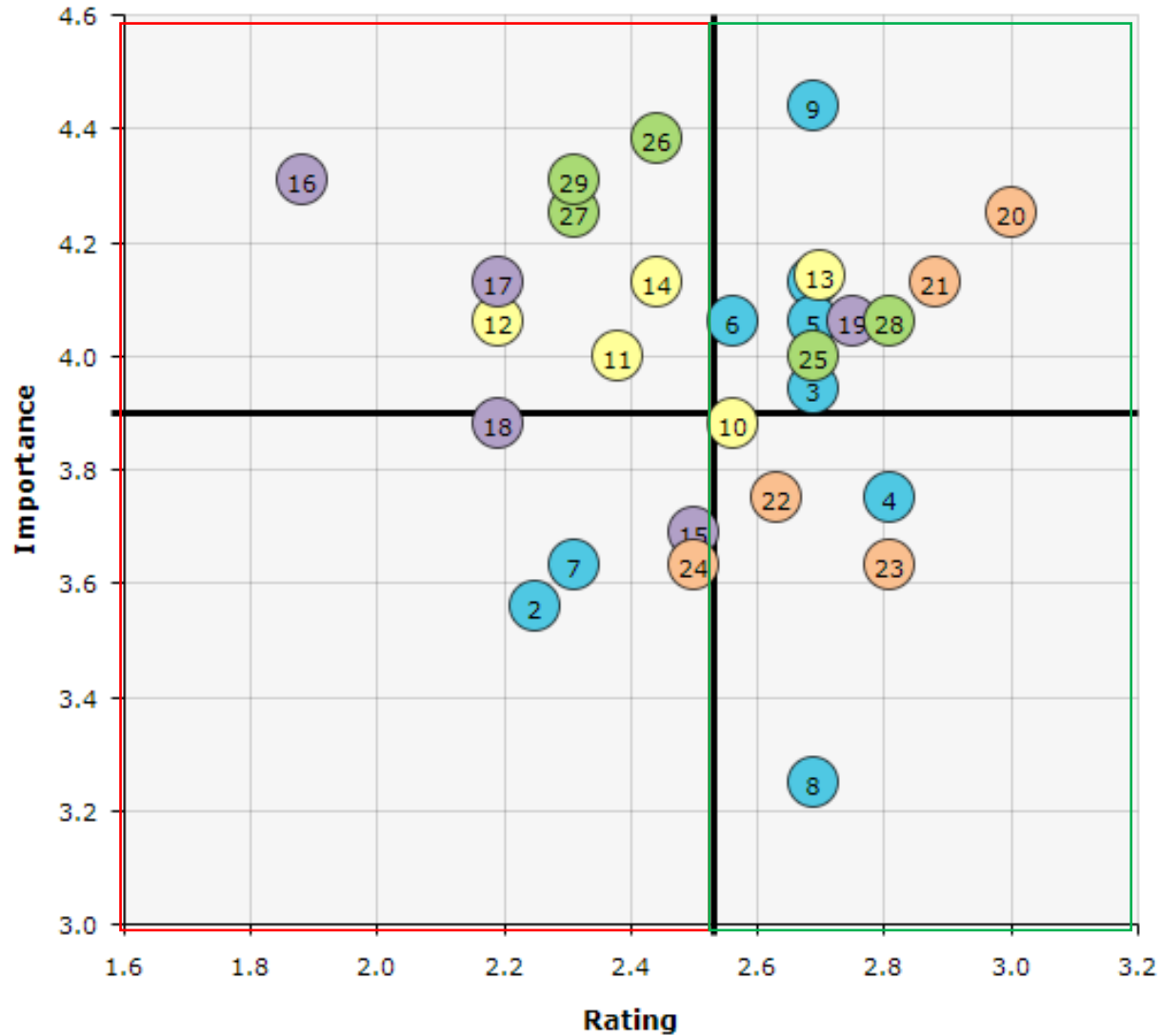


Safety ↑  
Work equipment ↑

### Job related interpersonal relations



Support of colleagues ↑  
Support of superior ↑



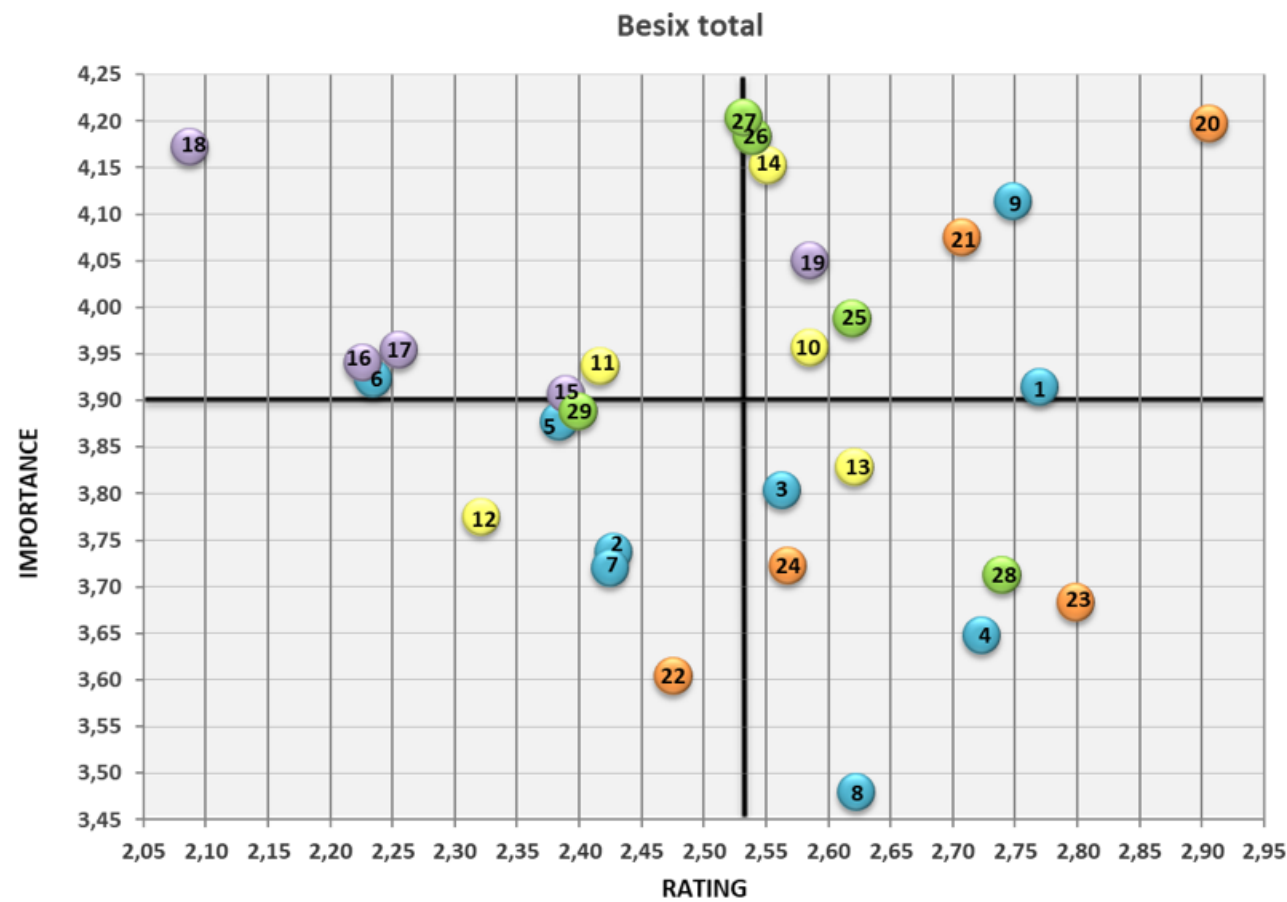
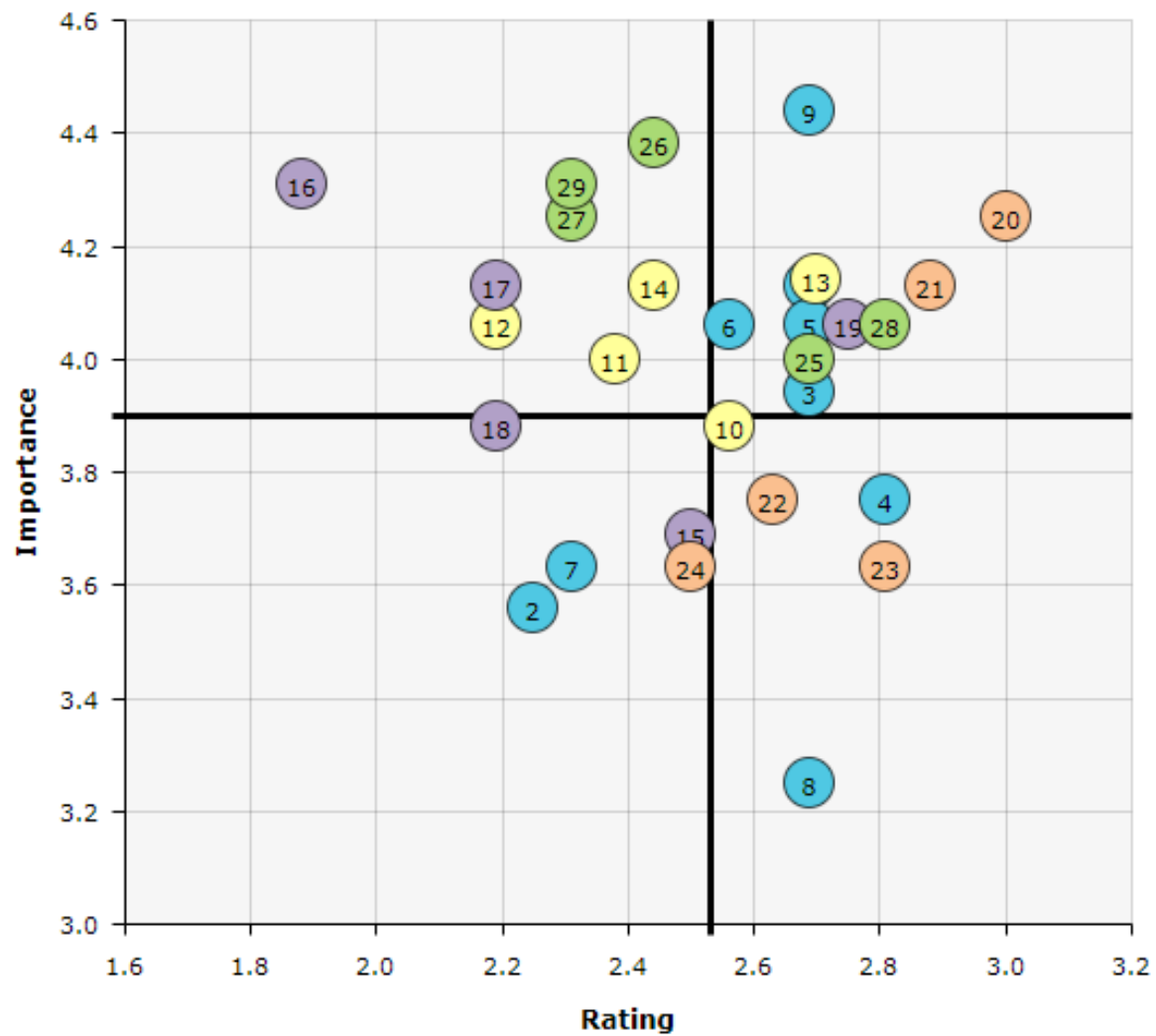
- Job Content**
- 1. Variation in the work
  - 2. Division of tasks
  - 3. Work procedures
  - 4. Level of difficulty
  - 5. Job pressure
  - 6. Mental strain due to the work
  - 7. Emotional strain due to the work
  - 8. Physical strain due to the work
  - 9. Independence in the work

- Labour Organisation**
- 10. Clear organizational structure
  - 11. Say in the organisation
  - 12. Policy organisation
  - 13. Organisational culture
  - 14. Work and job security

- Terms of employment**
- 15. Training opportunities
  - 16. Career opportunities
  - 17. Evaluation procedures
  - 18. Remuneration
  - 19. Holiday, working regime

- Workplace conditions**
- 20. Safety
  - 21. Work equipment
  - 22. Noise
  - 23. Lighting
  - 24. Climate control and ventilation

- Job related Interpersonal relations**
- 25. Support and appreciation of colleagues
  - 26. Support and appreciation of superior
  - 27. Atmosphere at work
  - 28. Contact with externals at work
  - 29. Communication and expectations

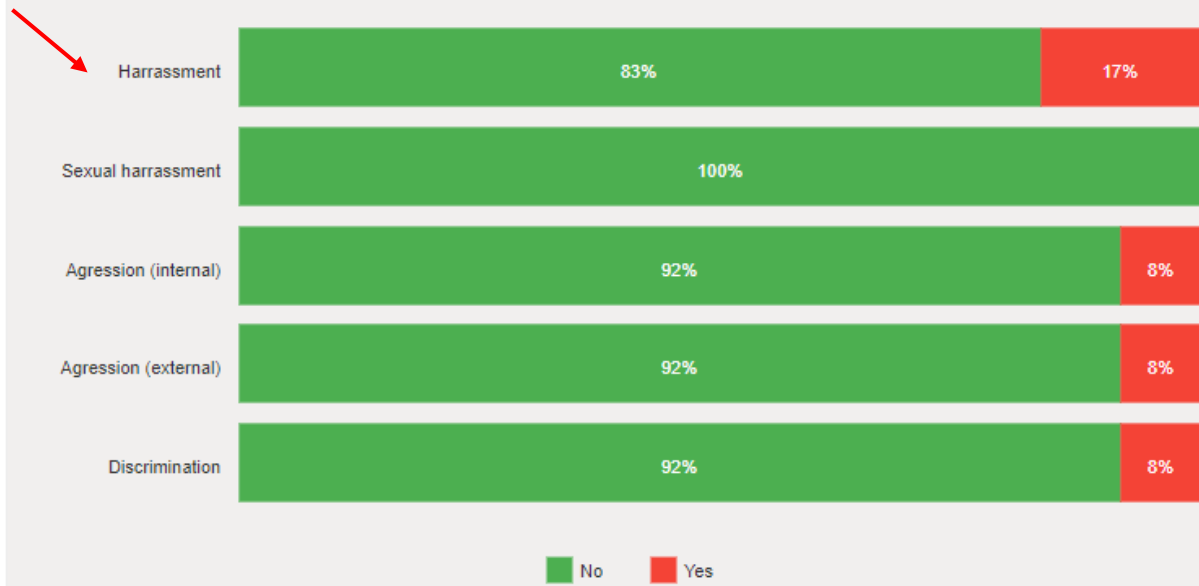


# Results Non-Manager



# Non managers

## Unwanted Behavior At Work



N 12



N 12

## Psychosocial risks

### Labour organisation



- Culture ↑
- Structure ↓
- Say ↓
- Policy ↓
- Job security ↓

### Job content



- Variation ↑
- Work procedures ↑
- Work pressure ↑
- Mental strain ↑
- Independence ↑

### Terms of employment



- Holiday, working regime ↑
- Career Opportunities ↓
- Evaluations ↓
- Remuneration ↓

### Workplace conditions



- Safety ↑
- Work equipment ↑

### Job related interpersonal relations

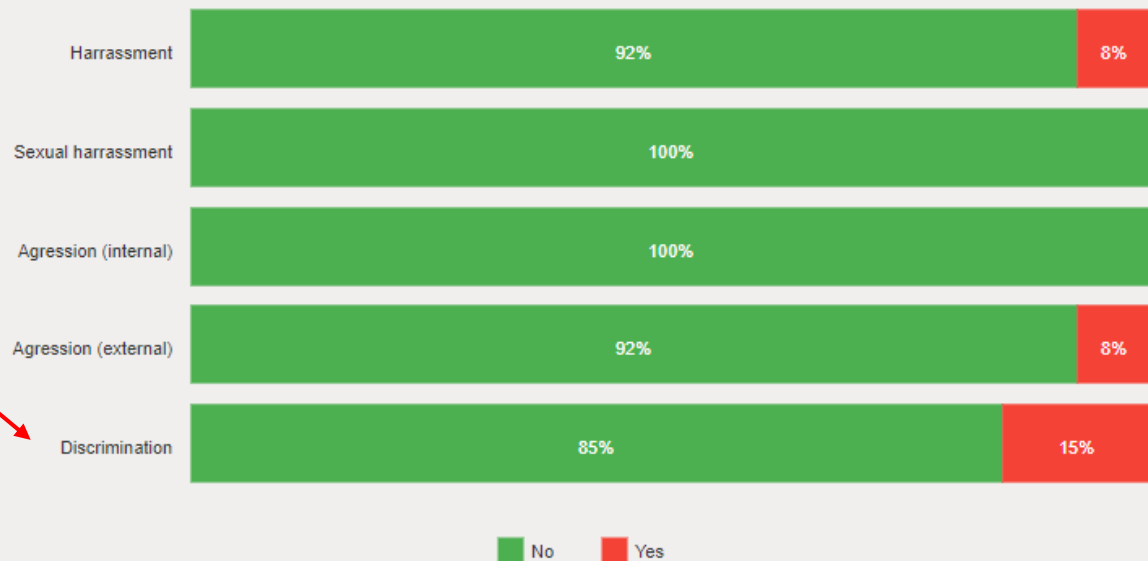


- Support of superior ↓
- Atmosphere ↓
- Communication ↓

# Results Men

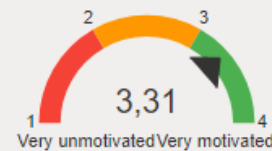


Unwanted Behavior At Work



N 13

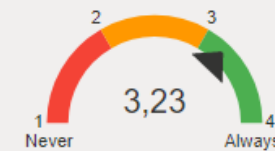
Motivation



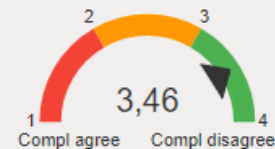
Stress



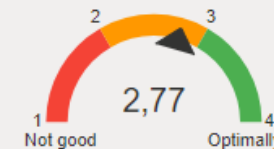
Coping stress



Intention to leave



Work Life Balance



N 13

Psychosocial risks

Labour organisation



- Culture ↑
- Say ↓
- Policy ↓
- Job security ↓

Job content



- Variation ↑
- Work pressure ↑
- Mental strain ↑
- Independence ↑

Terms of employment



- Holiday, working regime ↑
- Career Opportunities ↓
- Evaluations ↓

Workplace conditions



- Safety ↑
- Work equipment ↑

Job related interpersonal relations



- Support of colleagues ↑
- Atmosphere ↓
- Support of superior ↑
- Communication ↓
- Contact with externals ↑

# Results Module Change





Department  
Company



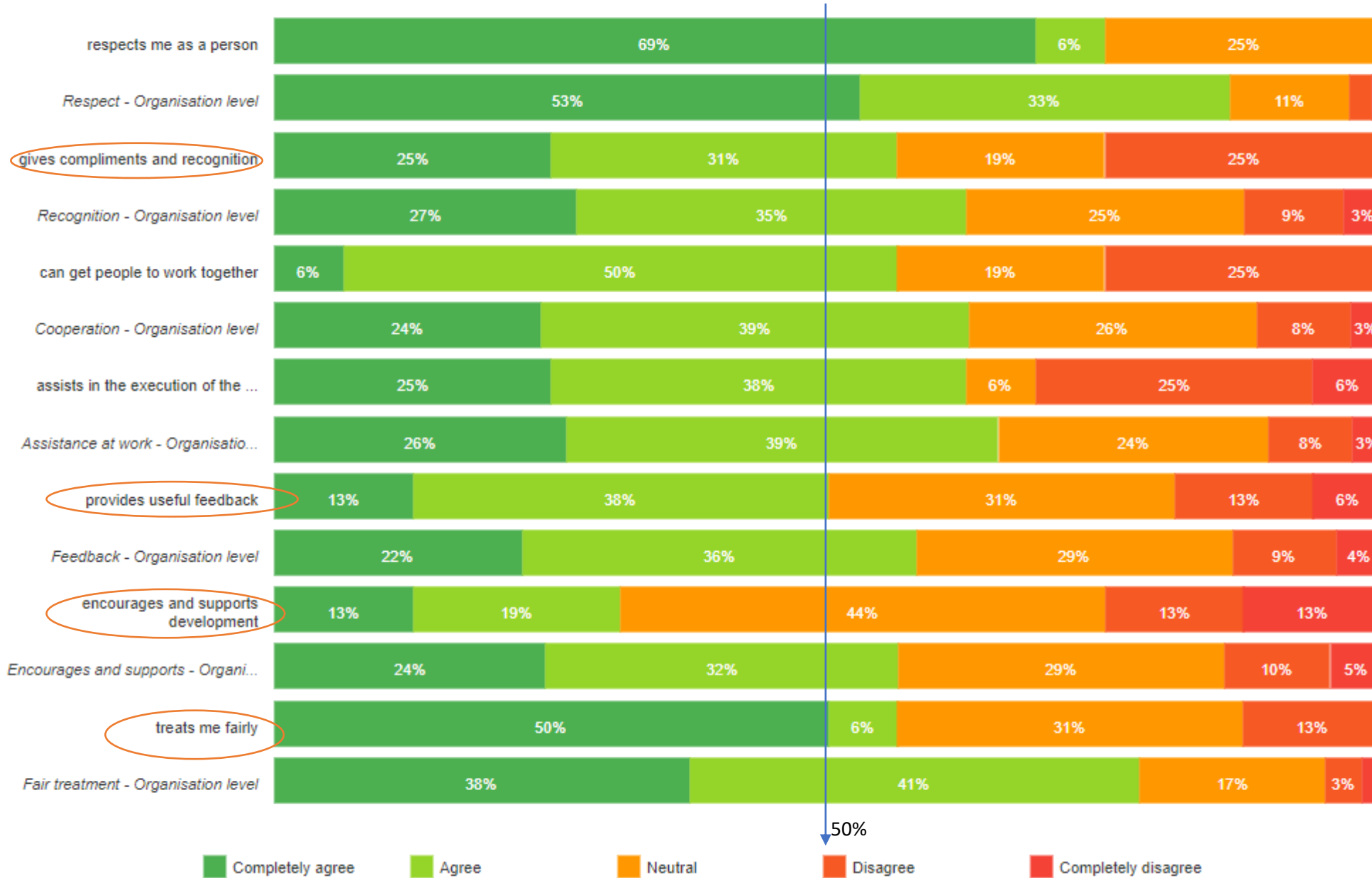
Individual

Completely agree    Agree    Neutral    Disagree    Completely disagree

# Results Module Leadership



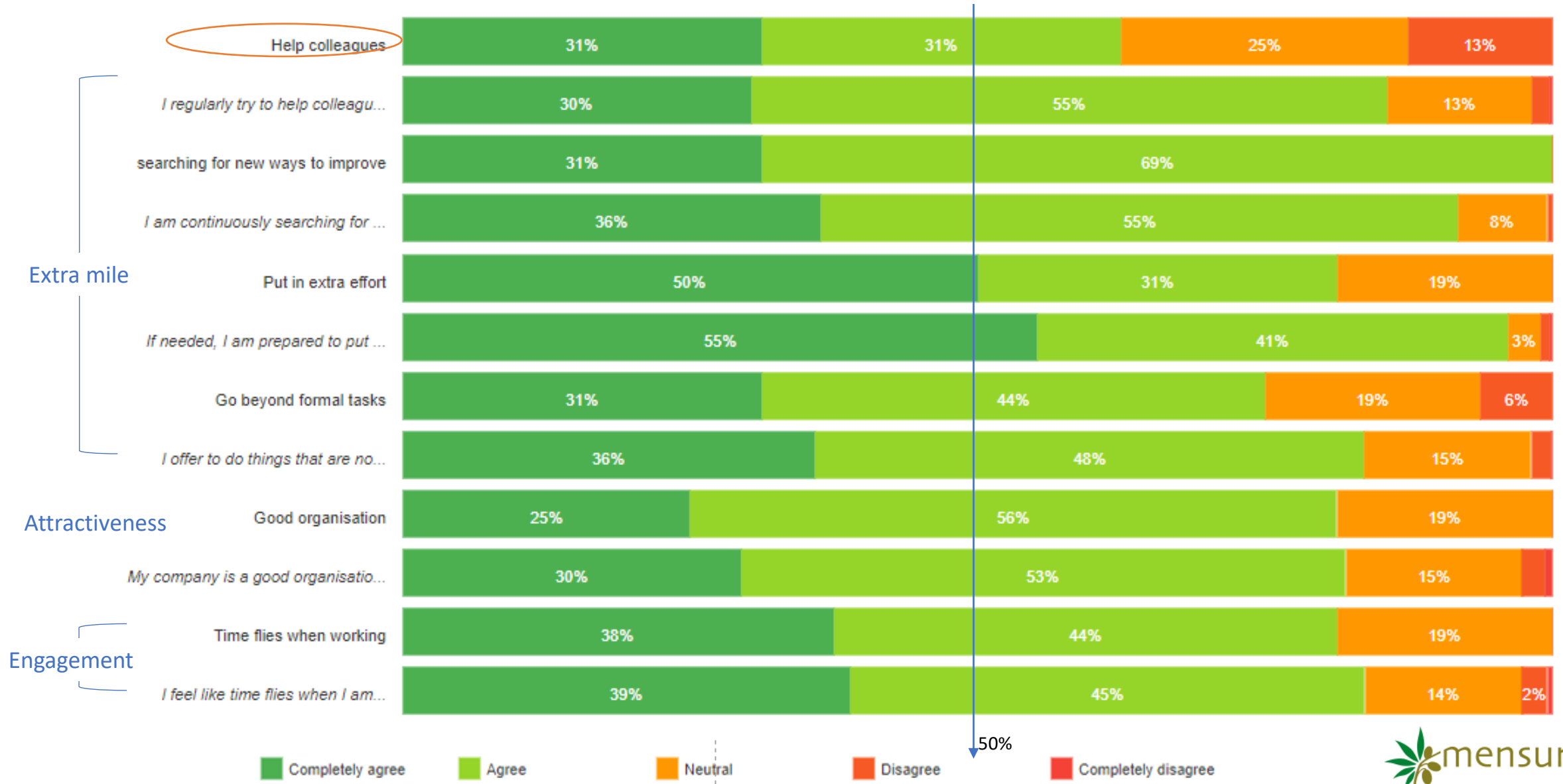
# My manager...



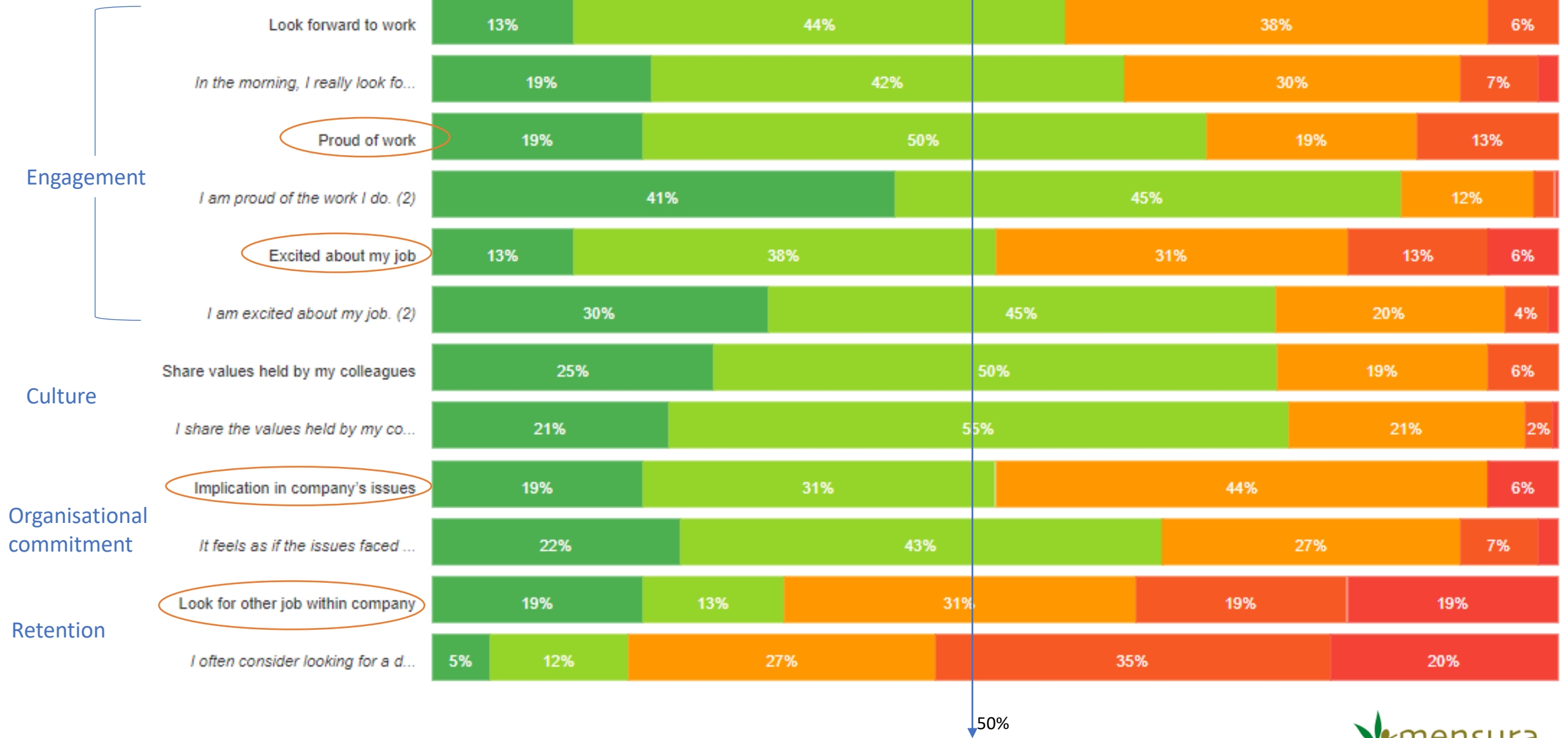
# Results Extra Module



The following statements relate to your daily work in our company. To what extent do you agree with these statements?



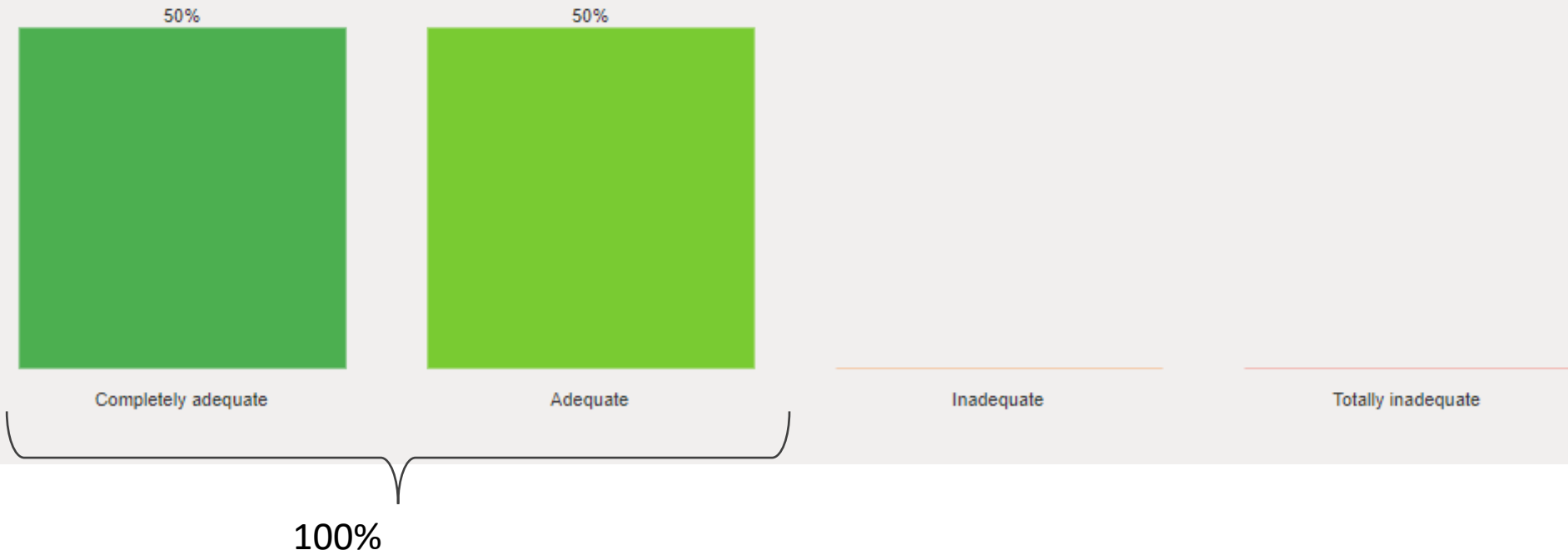
The following statements relate to your daily work in our company. To what extent do you agree with these statements?



# Covid

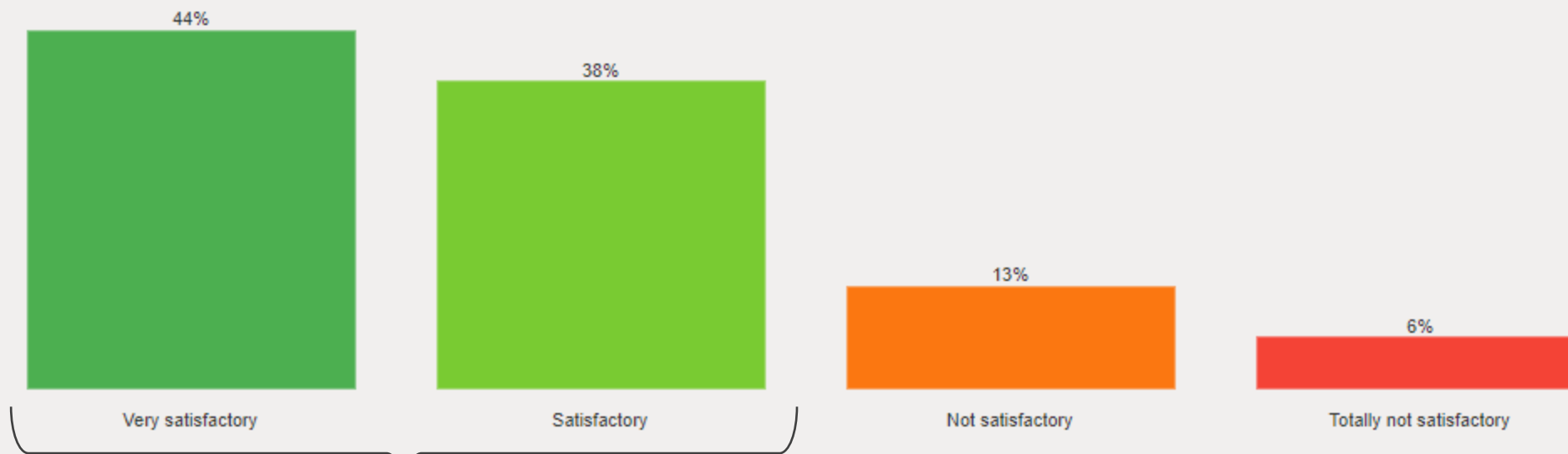


In the context of the Covid-19 pandemic, your company implemented sanitary measures in your workplace. Do you feel that these measures are adequate to keep you safe?





Still in the context of the Covid-19 pandemic, working measures (support from the manager, clarity of tasks, IT tools, etc.) have been taken. Do you consider these measures satisfactory to be able to continue working smoothly?



82%

N 16

# Conclusions – Action plans & Timeline



# What should we learn from the results of this survey?

- People are generally engaged and satisfied of their work/department and company
- Issue of harassment (identified among non-managers) and discrimination (identified among men)
- The stress perception is slightly better than the group average, and the indicator of coping with it is similarly good.
- Important resource for the well-being of the Procurement employees: job content.
- Points of attention/priorities
  - Labour organisation : policy, job security, say
  - Relations at work : support of direct manager, atmosphere, communication,
  - Terms of employment : career opportunities & evaluation

*Action could be decided on those priorities*

# Timeline Risk & Engagement Survey 2021

Individual presentation of the results to Entities and departments



Consolidation of the action plans and translate them into clear objectives for 2022 / 2023



10-11/2021

12-2021

Mid-2022

As from 05/10

Action plans to be taken following results



Group overall + Local

Measuring the progress of the actions implemented begin 2022



Thank you 😊

